

Sarah Coleman and Ingrid Facius Influencing seminar Influencing without Authority: developing organizational intelligence and identifying influencers

Session overview

Project professionals depend on cooperation and collaboration with the client, the extended supply chain, the team and others for success in major, complex, business critical projects and transformation. We need to be able to work confidently outside our formal areas of authority, to build high-performing matrix and virtual teams, to move easily across functional areas and geographies, and to build influence and support at all levels of the organization from the C-suite to operational levels.

Those softer skill sets of influencing and understanding organizational networks can help us work more effectively, identifying key individuals and power bases. Stakeholder engagement tells us to find those influencers who can support our work and actively help move it forward, and to identify those who have a different agenda and can raise active and passive resistance; but how should we go about this? Are they a single set of individuals or do they change depending on the lifecycle phase?

This interactive workshop will help all those grappling with running projects without the benefit of senior position or authority within an organization, and for those who are running organizational transformation. The workshop will focus on two particular areas:

- Understanding and developing organizational intelligence
- Identifying influencers.

Speakers Biography

Sarah Coleman works with cross-sector multi-nationals, government and NGOs in the UK and internationally helping them improve the performance of their projects, programmes and transformation. She is an experienced project professional with a wealth of knowledge and understanding of private and public projects. Clients value her commercial perspective, strategic focus and her ability to challenge positively and constructively.



Sarah is a Fellow and former non-Executive Director of the APM, a Visiting Fellow at Cranfield University and a Transformation Associate with the IPA. [She is a published author](#), experienced trainer and sought-after conference speaker.



Ingrid Facius has over 25 years strategic transformation and change management consulting experience with 8works, ITV and Capgemini.

Focusing on what needs to change to turn an organisation's strategic ambition into action, Ingrid rapidly guides her clients to the core of the change issues they seek to address by bringing clear process and structure to unravel even the most complex situations.

She is a respected thought leader in change management and her curiosity about behaviours in the workplace inspired her to explore the application of psychological principles and theories of influence in effective organisational change. Many clients have benefited from Ingrid's blend of organisational understanding and psychological insights on change.